Acquisition Career Management Integrated Digital Environment

Provide accessible and secure acquisition personnel data on demand

Matt Benavides
31 Jan 2000

Building a Shared Data Environment

Why?

Committed in agreement with SAF/AQ

Technology advances support it

Shared Knowledge improves productivity

Help us translate vision into action

Background

- *DAWIA implementation brought AQ into active personnel management function*

- *Acquisition professional development certification requires personnel data*
  - *Mandatory acquisition training*
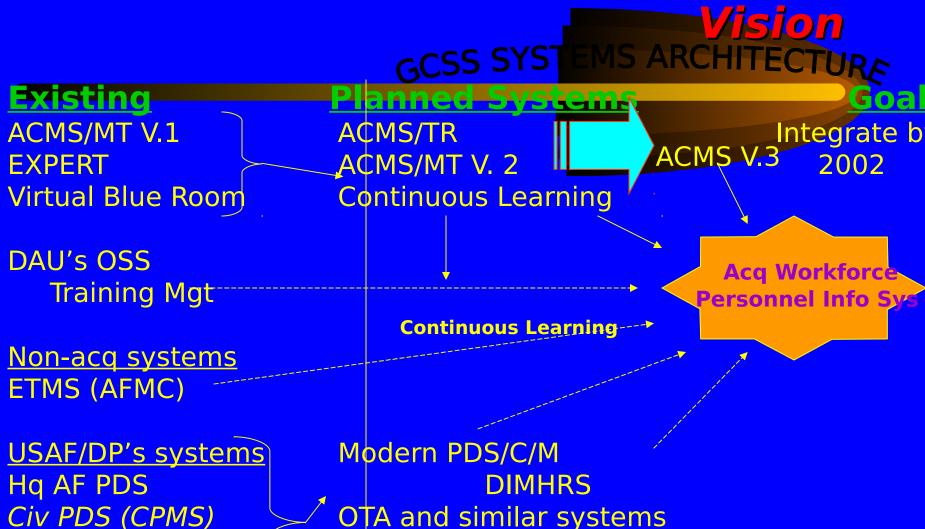 - *Education credits 24/12*
  - *Experiential - acquisition assignments*

Career Management Information

- *Current*- APDP Mgt Info System
  - PC based tool - FOXPRO database
  - Based on HQ Air Force Personnel Data (2 weeks)

- *Testing Web-based system (ACMS)*
  - –On-line query capability

- Proliferation of other data *systems*

Integrated Digital Environment Acquisition Career Management Vision

GCSS SYSTEMS ARCHITECTURE

Existing

ACMS/MT V.1
EXPERT
Virtual Blue Room

DAU's OSS
   Training Mgt

Non-acq systems
ETMS (AFMC)

USAF/DP's systems
Hq AF PDS
Civ PDS (CPMS)
AF Trng Mgt Sys
AFPC Assign
   Pref Wkst

Planned Systems

ACMS/TR
ACMS/MT V. 2
Continuous Learning

Modern PDS/C/M
       DIMHRS
OTA and similar systems

Continuous Learning

Goal

Integrate by
2002

ACMS V.3

**Acq Workforce
Personnel Info Sys**

We are here today

Future Career Management Information

- *Focus on new business processes and info systems*

  - *Parallels HQ Information Project Office Integrated Digital Environment (IDE) and HAF 2002 Projects*
    › *Personnel Information*
    › *Workforce Directory*

Overarching Objective - Project 1

- *Create an integrated, accessible and secu acquisition personnel data environment*

- *Collaboration of SAF/AQXD and:*
  - *HIPO - Personnel Information and Workforce Directory Capability Improvement Projects*
  - *USD (P&R), USAF/DP, SAF/MI, USAF/SC and SAF/AA*

Other AQXD IDE Projects

- *Project 2 - Continuous Learning Planning & Tracking System - HQ AFMC DPE*

  - *Phase A - tracking module is in the works (Mar 2000)*

  - *Phase B - National Contract Mgt Assoc data exchange*

  - *Phase C - planning module (IDP) to follow - Aug 2000*

Other AQXD IDE Projects
(Cont'd)

- *Project 3 -Integrate DAU's Operational Support System (OSS) w/Acq Training Mgt processes*
  - *OSS - internet based training management system*
  - *Allows us to transform local and field procedures*
  - *Provides tier-level access to ensure mgt controls*

- *Next phase of implementation FY00 +*
  - *Linked with overarching objective*
  - *Create OSS output link to input in personnel data system*
  - *Refine management reporting accessibility*

How will we get there?

Path to the Shared Data Environment

- *Assess Program Baseline*
- *Plan and Communicate*
- *Determine Requirements*
- *Create the Design/Seal the Deal*
- *Implement the Design (migrate to change)*

Building a Shared Data Environment

Step 1

- **Assess Program Baseline**
  - Identify Available Resources/*Mobilize IPTs*
  - Identify and Document Business Processes and *Process Owners*
  - Build "As-Is" Process maps
  - Baseline Processes w/ *Maturity Scorecard*
  - Identify *Program Drivers*

Building a Shared Data Environment

Step 2

- *Plan and Communicate*
  - *Define the Vision, Scope and Objectives*
  - *Conduct Market Research*
  - *Establish Project Milestone Schedule*

Building a Shared Data Environment

Step 3

- *Determine Requirements*
  - *Build "To-Be" Process Maps*
  - *Prioritize Business Processes for Change*
  - *Research Technology*
  - *Conduct ROI Analysis*
  - *Develop initial Budget Estimate for POM*

Building a Shared Data Environment

Step 4

Create the Design/Seal the Deal

- – Identify Pilot Candidates (low hanging fruit)

- – Complete SOW/PWS and design reqt's

- – Complete an Acquisition Strategy

- – Compete the design (e.g., Source Selection, task order, etc.)

Building a Shared Data Environment

Step 5

Implement the Design (migrate to change)

- – Identify Early Adopters
- – Manage Cultural Change
- – Market the Changed Process
- – Conduct Training

What Next?

Review and Discuss

IPT Charter

AQXD Business Process Activities

AFMC APDP activities

Measurement Indices

Project Plan